

CAREER LADDER PROGRAM

Missouri's Career Ladder Program Annual Report — 2023-24 School Year



The Career Ladder Program Annual Report 2023-24 School Year

The Missouri Career Development and Teacher Excellence Plan, more commonly known as the Career Ladder Program, was established by the Excellence in Education Act of 1985. Funding for the Career Ladder Program was discontinued in 2010. The final report available at that time indicated that 348 school districts participated, with 17,961 teachers benefitting from the Career Ladder Program. The total cost to the state that final year of funding was \$37,065,214.

In response to increased challenges brought about by the global pandemic of 2020, including teacher shortage and severe staffing issues, the State Board of Education convened a Blue Ribbon Commission on Teacher Recruitment and Retention. Based on a recommendation from the Blue Ribbon Commission, funding for Career Ladder was reestablished in June 2022. The state appropriation for the first year 2022-23 was \$37 million. A total of 139 school districts participated in the first year of being reinstituted.

Information for this annual report was provided to the Department of Elementary and Secondary Education (DESE) using an online survey that was sent to the lead contact for each participating school district. This provided information on district activities, state and district funding, and to monitor progress on the impact of the Career Ladder Program. A statistical summary of the Career Ladder Program for the 2023-24 school year is included, a map showing statewide distribution of the 206 participating districts, open-ended responses in Appendix A and B and district allocations in Appendix C.

The table below summarizes the anticipated and confirmed number of teachers that participated in each stage of the Career Ladder Program during the 2023-24 school year. It includes the total number of required hours completed by teachers at each stage of the program. It also includes the total anticipated and confirmed cost to the state and local contribution made by the school district.

| | Total # of Teachers | | Estimated Expenditures | |
|------------------|-------------------------|------------------|------------------------|--------------------|
| | Anticipated / Confirmed | Total # of Hours | State Allocation | Local Contribution |
| Stage I | 2,593 / 1,796 | 89,800 | \$2,314,500 | \$1,543,000 |
| Stage II | 2,630 / 2,299 | 172,425 | \$4,695,000 | \$3,130,000 |
| Stage III | 10,731 / 8,976 | 897,600 | \$32,043,000 | \$21,362,000 |
| | | | | |
| All Three Stages | 15,954 / 13,071 | 1,159,825 | \$39,052,500 | \$26,035,000 |
| Actual Cost | | | \$32,309,790 | \$21,539,860 |

The Career Ladder Program provided additional compensation for teachers to provide students opportunities for enhanced learning experiences, remedial assistance, and various extended day/year activities. Career Ladder teachers also participated in professional growth activities including college classes, workshops, professional organization events, and mentoring.

A total of 1,195,949 hours were completed by Missouri teachers in the 2023-24 Career Ladder Program. The highest number of hours completed by teachers were in the area of high-quality tutoring and additional, expanded learning opportunities for students. The second highest number of hours were completed in the area of additional trainings or certifications for teachers.

Another major category of completed hours by teachers were in the areas of serving as a coach, supervisor or organizer of extracurricular activities for students. Total hours in those areas as well as other areas in which teachers completed Career Ladder hours are summarized in the table below.

| Career Ladder Activities | Total Hours | % of total |
|--|--------------------|-------------------|
| Providing high quality tutoring or additional learning opportunities to students | 371,726 | 31% |
| Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification) | 263,993 | 22% |
| Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation | 257,202 | 21.5% |
| Serving as a mentor for students, in both a formal as well as an informal capacity | 72,748 | 6% |
| Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation | 26,810 | 2.2% |
| Assisting students with postsecondary education preparation (i.e. ACT/SAT prep) or assisting students with completing college/career admission or financial assistance | 20,258 | 1.7% |
| Participating in some type of teacher externships as provided in section 168.025, RSMo | 3,160 | 0.2% |

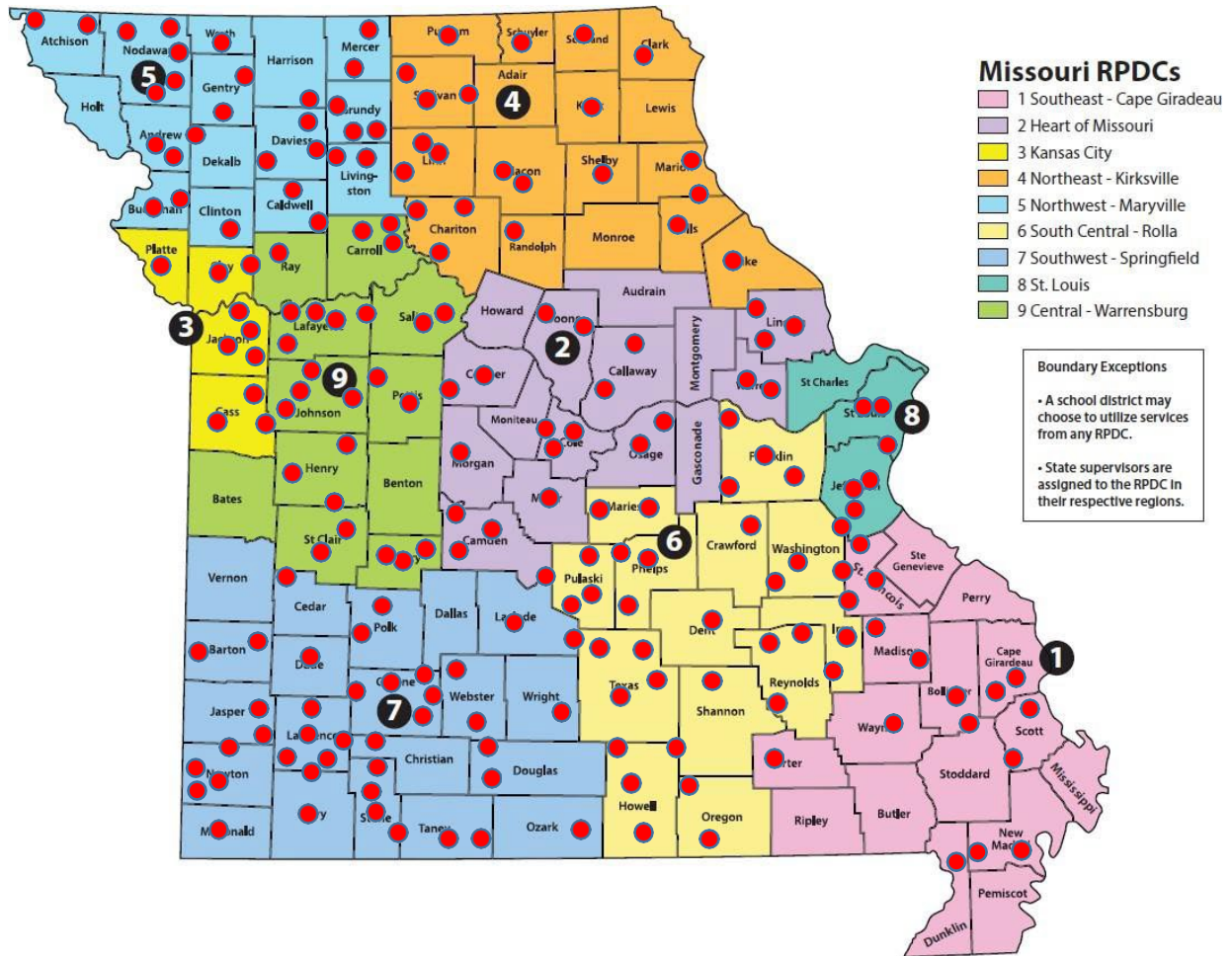
Missouri teachers in the Career Ladder Program also completed over 108,000 hours in additional areas. A majority of those hours were in curriculum development, revisions, and implementation. Other hours were spent in teachers expanding their own professional learning and sharing this learning with their colleagues. Missouri teachers spent some of those hours working on various committees, many directly related to the Comprehensive School Improvement Plan (CSIP) for the district. Finally, teachers also engaged in specific efforts to enhance parent contact and engagement with their schools.

One of the potential benefits of the Career Ladder program is improved teacher morale and increased teacher retention. Teachers who participated in the Career Ladder Program in the 2023-24 school year had a 5.45 percent higher retention rate than the average of all teachers in school districts that were in the program in that year. Those school districts that participated in the Career Ladder Program for 2023-24 include over 23,395 teachers overall and educate 273,881 Missouri students. The Career Ladder Program has also contributed to an increase in average teacher pay since being reinstituted.

Participation in the Career Ladder program in school year 2023-24 varied by type of school. The data on the sizes of schools was determined by student enrollment. Schools defined as large schools had an enrollment of over 5,000 students. Schools in the medium category had anywhere from 1,000 to 5,000 students. Small schools are those schools with less than 1,000 students. The smallest category of school districts that participated in Career Ladder in the 2023-24 school year were large districts representing only 3 percent of all participating districts. Medium size districts at 32 percent comprised just a third of participating school districts. The largest category of participating school districts in Career Ladder were small school districts at 65 percent, or nearly two-thirds of all participating school districts.

Distribution of 2022-23 Career Ladder School Districts

As the data below indicates, participation in Career Ladder was distributed across all nine regions of the state. Participation was significantly less than the state average in the Southeast, Heart of Missouri, and St. Louis regions and significantly more than the state average in the Kansas City, South Central, and Northwest regions.



| Region of the State | Counties with a District participating in Career Ladder | | % of |
|------------------------------|---|----|------|
| | Yes | No | |
| Southeast (region 1) | 10 | 6 | 63% |
| Heart of Missouri (region 2) | 10 | 5 | 67% |
| Kansas City (region 3) | 4 | 0 | 100% |
| Northeast (region 4) | 14 | 3 | 82% |
| Northwest (region 5) | 14 | 1 | 93% |
| South Central (region 6) | 13 | 0 | 100% |
| Southwest (region 7) | 18 | 2 | 90% |
| St. Louis (region 8) | 2 | 1 | 67% |
| Central (region 9) | 9 | 2 | 81% |
| Total | 94 | 20 | 82% |

Appendix A: What was the best thing that happened at your school district as a result of the Career Ladder Program in the 2023-24 school year? (While all responses received were reviewed and acknowledged, this is a sampling of what was submitted):

1. *Career Ladder has had a very positive impact on our students, teachers, and community. Some of the best things that have happened include our students being more involved in school, getting very important tutoring, and finding ways to serve the community!*
2. *Students receiving tutoring as a result of Career Ladder made great increases in achievement.*
3. *Teachers felt their work was valued.*
4. *Teachers provided a lot of additional tutoring hours and sponsored academic activities outside their regular contracts, which was a direct benefit to student academic growth. We were able to provide more opportunities for students and staff and focus more on best practices.*
5. *One of the best things related to Career Ladder is being able to provide additional opportunities of support for students.*
6. *The best thing that happened at our district as a result of Career Ladder is that our certified staff received more compensation for the extra work that they do.*
7. *There was a major improvement in the climate and culture in the school for everyone including students, parents, and staff.*
8. *The Career Ladder Program has brought tremendous benefits to our district in the 2023-24 school year. One of the standout achievements has been the increased student engagement through expanded tutoring and after-school programs, particularly evident at our elementary school's STEM night. This event attracted a larger student body, with our bus drivers even noting a significant decrease in ridership, allowing them to return from routes earlier. This has positively impacted driver retention rates :) (LOL). It's rewarding to see our staff receive more compensation for their invaluable efforts, including launching new initiatives like STEM nights.*
9. *Student access to tutoring has increased achievement and lowered achievement gaps.*
10. *I believe the added compensation is a huge benefit to our staff. We are a small, rural community with larger schools just to the east and to the west of us. It gives a boost to teachers' salary and supports teacher involvement in school activities without feeling like they are donating time. I also believe our robotics program was stronger with the support of Career Ladder due to the many hours the coaches committed to preparing our students.*
11. *We have teachers who are moving into our district for the 24-25 school year because we are offering Career Ladder. The program has provided huge benefits for our students by creating programs that support growth and learning.*
12. *What is best about Career Ladder is providing teachers more compensation for the work they do outside contracted hours.*
13. *Everything about Career Ladder has improved our district. The after-school tutoring program has probably had the greatest impact. It also helps us in recruiting new teachers because it makes us more competitive with bigger districts.*
14. *We were able to continue to close learning gaps with the large amount of student contact hours the teachers provided their students. We were also able to attract some new veteran teachers with the extra money Career Ladder provides.*
15. *Our tutoring hours really grew this year, which is great for student achievement. In addition, the number of hours teachers put into helping develop new clubs and activities for students was great to see.*

16. *The best outcome of the Career Ladder program in our district was the significant increase in high-quality tutoring available for our students. Additionally, we were able to offer new activities and clubs that had never been available before.*
17. *The amount of extra Professional Development our staff participated in and then sharing it with the rest of the staff really helped move the needle instructionally. One of the biggest direct impacts was the increase in tutoring, coupled with the improvement of instruction. We are seeing this impact in our student scores.*
18. *Offering Career Ladder has provided so many more opportunities for our students through clubs, activities, and mentorships. In addition, it has allowed teachers to pursue valuable training they may not have completed. This training is directly impacting their classroom instruction.*
19. *Career Ladder has been beneficial in retaining new teachers and attracting veteran teachers from school districts that do not participate in Career Ladder. Students benefit from the tutoring/contact hours that teachers provide.*
20. *Several at-risk students were able to pass required classes. Without the high-quality tutoring they were offered, they would not have made it to graduation!*
21. *We had a total of 2346.75 tutoring hours and 3640 student contact hours. That is equal to 293 days of school for tutoring and 455 days for student contact. This has had a world of impact on our student learning.*
22. *Curriculum revision and updates was a great need for our District. With Career Ladder, great progress was made in this area.*
23. *The teachers felt valued and recognized for all of the additional hours they put in before school, after school, on weekends, and on other days off. A couple of teachers are taking additional courses towards their master's degree.*
24. *One teacher started an after-school book club and students became very excited about reading. For some of the students, the teacher reported that they had "never liked reading before" participating in the club. We thought this was fantastic!*
25. *One of the best things about Career Ladder is that it provides students with more opportunities. Our teachers work hard to tutor and mentor students. Teachers also are learners. They are working to better themselves for our students.*
26. *We saw a significant increase in the number of student contact hours from tutoring and remediation, which occurred outside of the regular school day.*
27. *Teacher Morale has improved. There are many things teachers do outside of school hours that have gone uncompensated for years.*

Appendix B: What suggestions do you have to offer to make the Career Ladder Program better?
(While all responses were reviewed and acknowledged, this is a sampling of what was received):

1. *Additional funding of the district's match would be helpful. We will have to limit the number of participants because of the match amount.*
2. *I would increase the amount of money that teachers can earn for participating in Career Ladder. Tying activities to CSIP goals is a great way for teachers to support improvement work in the district.*
3. *It would be great to see the program fully funded by the state.*
4. *Continue to improve clarification on criteria for qualifying Career Ladder activities to ensure consistency across school districts.*
5. *Career Ladder is a great opportunity for teachers to grow professionally and to encourage and help students to grow and achieve in the classroom. It is important to continue to fund the Career Ladder program.*
6. *Increase the pay for Stage I to entice more to participate.*
7. *Possibly consider the addition of a fourth tier for 125 hours at \$7,000. But, there are a lot of great things in place already.*
8. *Beginning teachers should be eligible to participate in the Career Ladder program.*
9. *It would be helpful if a specific timeline of events (due dates) were made available prior to the plan being due for the following year.*
10. *It would be helpful if the appropriation was guaranteed for more than one year at a time.*
11. *The only negative of the Career Ladder program that I can see is the fear that the program will not be funded on an annual basis. This sets schools up to fail to provide the much-needed services through Career Ladder if the program is not funded in the future.*
12. *Retention rates are impacted by retiree numbers. We have several late-career teachers in Career Ladder who retire.*
13. *Possibly separate retirees from the retention rate numbers. Many of ours have been with us for years and I am sure would not want this positive experience to negatively affect our numbers.*
14. *Please continue to fund this program and add to it when the budget allows. Career Ladder checks all the boxes. Students directly benefit from all the extra contact with teachers and teachers earn additional income. It is a win-win!*
15. *We have a younger staff, including several that just started teaching. Possibly opening the Career Ladder to all teachers with a new beginning stage of possible 30 hours or less.*
16. *The complaint I hear most often from teachers is that there is no way to prorate the compensation if they are not able to complete all of the hours.*
17. *Eliminate the requirement of teaching in MO for the 2, 3 and 5 years. We have many teachers come to our school from out of state or from private schools. They are experienced in their field and should qualify to make more money based on years of experience. Why is it tied to experience only in Missouri Public Schools?*

Appendix C: Summary of District participation

The following table summarizes the participation of teachers in all of the 207 Career Ladder school districts for the 2023-24 school year. The table also includes the state allocation and local contribution. The Blue Springs R-IV School District spent the most on Career Ladder in 2023-234 school year at a little over \$3.8 million total on over 800 participating teachers. The lowest participation and least spent was by the Orearville R-IV School District at just \$3,000 for 2 participating teachers.

| County Code | District Name | # Stage I Teachers | # Stage II Teachers | # Stage III Teachers | # Total Teachers | State Contribution | Local Match |
|-------------|------------------------|--------------------|---------------------|----------------------|------------------|--------------------|-------------|
| 103129 | Advance R-IV | 3 | 2 | 22 | 27 | \$72,300 | \$48,200 |
| 75087 | Alton R-IV | 5 | 4 | 33 | 42 | \$110,700 | \$73,800 |
| 093120 | Appleton City R-II | 2 | 2 | 14 | 18 | \$47,400 | \$31,600 |
| 47062 | Arcadia Valley R-II | 11 | 29 | 11 | 51 | \$269,400 | \$179,600 |
| 019139 | Archie R-V | 0 | 3 | 21 | 24 | \$68,400 | \$45,600 |
| 39135 | Ash Grove R-IV | 4 | 10 | 27 | 41 | \$102,600 | \$68,400 |
| 55110 | Aurora R-VIII | 6 | 10 | 89 | 105 | \$290,400 | \$193,600 |
| 34124 | Ava R-I | 4 | 3 | 49 | 56 | \$156,000 | \$104,000 |
| 2090 | Avenue City R-IX | 6 | 0 | 0 | 6 | \$6,300 | \$4,200 |
| 49135 | Avilla R-XIII | 1 | 1 | 2 | 4 | \$9,400 | \$6,266 |
| 77101 | Bakersfield R-IV | 0 | 1 | 27 | 28 | \$82,800 | \$55,200 |
| 19152 | Belton 124 | 0 | 1 | 21 | 22 | \$64,800 | \$43,200 |
| 61151 | Bevier C-4 | 2 | 3 | 8 | 13 | \$30,600 | \$20,400 |
| 94076 | Bismarck R-V | 8 | 20 | 6 | 34 | \$61,200 | \$40,800 |
| 026002 | Blair Oaks | 4 | 11 | 47 | 62 | \$164,400 | \$109,600 |
| 103131 | Bloomfield R-XIV | 4 | 2 | 23 | 29 | \$76,200 | \$50,800 |
| 48068 | Blue Springs R-IV | 49 | 54 | 728 | 831 | \$2,325,300 | 1,550,200 |
| 84001 | Bolivar R-I | 5 | 14 | 111 | 130 | \$362,700 | \$241,800 |
| 17124 | Bosworth R-V | 0 | 1 | 7 | 8 | \$22,800 | \$15,200 |
| 82100 | Bowling Green R-I | 2 | 1 | 50 | 53 | \$153,600 | \$102,400 |
| 106004 | Branson R-IV | 16 | 10 | 75 | 101 | \$257,400 | \$171,600 |
| 13061 | Braymer C-4 | 1 | 2 | 14 | 17 | \$46,500 | \$31,000 |
| 58112 | Brookfield R-III | 6 | 8 | 57 | 71 | \$190,800 | \$127,200 |
| 21149 | Brunswick R-II | 2 | 1 | 22 | 25 | \$69,600 | \$46,400 |
| 090077 | Bunker R-III | 2 | 3 | 6 | 11 | \$25,200 | \$16,800 |
| 42117 | Calhoun R-VIII | 1 | 0 | 7 | 8 | \$21,900 | \$14,600 |
| 15002 | Camdenton R-III | 88 | 43 | 182 | 313 | \$562,080 | \$374,720 |
| 16096 | Cape Girardeau 63 | 4 | 4 | 9 | 17 | \$37,800 | \$25,200 |
| 5123 | Cassville R-IV | 8 | 8 | 70 | 86 | \$231,600 | \$154,400 |
| 94086 | Central R-III | 9 | 38 | 90 | 137 | \$347,400 | \$231,600 |
| 59117 | Chillicothe R-II | 7 | 9 | 121 | 137 | \$385,500 | \$257,000 |
| 23101 | Clark Co. R-I | 2 | 2 | 62 | 66 | \$191,400 | \$127,600 |
| 35097 | Clarkton C-4 | 2 | 0 | 16 | 18 | \$49,800 | \$33,200 |
| 22092 | Clever R-V | 8 | 8 | 47 | 63 | \$162,600 | \$108,400 |
| 015003 | Climax Springs R-IV | 3 | 4 | 4 | 11 | \$21,900 | \$14,600 |
| 026001 | Cole Co. R-I | 6 | 8 | 23 | 37 | \$88,800 | \$59,200 |
| 027056 | Cooper Co. R-IV | 3 | 1 | 0 | 4 | \$4,500 | \$3,000 |
| 28101 | Crawford Co. R-I | 3 | 4 | 41 | 48 | \$132,900 | \$88,600 |
| 085049 | Crocker R-II | 1 | 3 | 11 | 15 | \$39,300 | \$26,200 |
| 042119 | Davis R-XII | 5 | 0 | 0 | 5 | \$4,500 | \$3,000 |
| 50014 | DeSoto 73 | 12 | 23 | 125 | 160 | \$427,200 | \$284,800 |
| 073102 | Diamond R-IV | 2 | 7 | 13 | 22 | \$53,400 | \$35,600 |
| 50005 | Dunklin R-V | 12 | 13 | 56 | 81 | \$202,200 | \$134,800 |
| 11076 | East Buchanan Co. C-1 | 10 | 5 | 26 | 41 | \$96,000 | \$64,000 |
| 20002 | El Dorado Springs R-II | 6 | 10 | 72 | 88 | \$239,400 | \$159,600 |

| County Code | District Name | # Stage I Teachers | # Stage II Teachers | # Stage III Teachers | # Total Teachers | State Contribution | Local Match |
|-------------|--------------------------|--------------------|---------------------|----------------------|------------------|--------------------|-------------|
| 57002 | Elsberry R-II | 26 | 0 | 0 | 26 | \$23,400 | \$15,600 |
| 101107 | Eminence R-I | 1 | 3 | 17 | 21 | \$57,300 | \$38,200 |
| 024089 | Excelsior Springs 40 | 11 | 15 | 139 | 165 | \$453,900 | \$302,600 |
| 39142 | Fair Grove R-X | 6 | 12 | 43 | 61 | \$160,800 | \$107,200 |
| 084002 | Fair Play R-II | 2 | 2 | 16 | 20 | \$53,400 | \$35,600 |
| 112101 | Fordland R-III | 2 | 23 | 0 | 25 | \$43,200 | \$28,800 |
| 106003 | Forsyth R-III | 3 | 7 | 60 | 70 | \$195,300 | \$130,200 |
| 48066 | Fort Osage R-I | 13 | 36 | 255 | 304 | \$841,500 | \$561,000 |
| 62072 | Fredericktown R-I | 6 | 9 | 111 | 126 | \$354,600 | \$236,400 |
| 72073 | Gideon 37 | 0 | 2 | 12 | 14 | \$39,600 | \$26,400 |
| 41004 | Gilman City R-IV | 3 | 1 | 8 | 12 | \$35,010 | \$23,340 |
| 46135 | Glenwood R-VIII | 1 | 0 | 20 | 21 | \$63,000 | \$42,000 |
| 105123 | Green City R-I | 0 | 1 | 13 | 14 | \$40,800 | \$27,200 |
| 29004 | Greenfield R-IV | 2 | 4 | 22 | 28 | \$77,400 | \$51,600 |
| 111086 | Greenville R-II | 3 | 2 | 43 | 48 | \$135,300 | \$90,200 |
| 17121 | Hale R-I | 1 | 1 | 10 | 12 | \$32,700 | \$21,800 |
| 010089 | Hallsville R-IV | 60 | 0 | 0 | 60 | \$54,000 | \$36,000 |
| 013055 | Hamilton R-II | 1 | 4 | 22 | 27 | \$74,100 | \$49,400 |
| 096103 | Hancock Place | 4 | 6 | 28 | 38 | \$98,400 | \$65,600 |
| 64075 | Hannibal 60 | 38 | 59 | 123 | 220 | \$509,400 | \$339,600 |
| 97122 | Hardeman R-X | 0 | 1 | 6 | 7 | \$19,800 | \$13,200 |
| 010092 | Harrisburg R-VIII | 8 | 4 | 32 | 44 | \$110,400 | \$73,600 |
| 043004 | Hermitage R-IV | 2 | 2 | 14 | 18 | \$47,400 | \$31,600 |
| 43001 | Hickory Co. R-I | 2 | 2 | 44 | 48 | \$137,400 | \$91,600 |
| 050003 | Hillsboro R-III | 14 | 127 | 0 | 141 | \$241,200 | \$160,800 |
| 051152 | Holden R-III | 8 | 7 | 44 | 59 | \$151,800 | \$101,200 |
| 107152 | Houston R-I | 3 | 12 | 49 | 64 | \$171,300 | \$114,200 |
| 104041 | Hurley R-I | 2 | 1 | 4 | 7 | \$15,600 | \$10,400 |
| 048077 | Independence 30 | 92 | 140 | 73 | 305 | \$553,800 | \$369,200 |
| 74195 | Jefferson C-123 | 4 | 3 | 12 | 19 | \$45,900 | \$30,600 |
| 26006 | Jefferson City | 37 | 61 | 439 | 537 | \$1,460,100 | \$973,400 |
| 51154 | Johnson Co. R-VII | 31 | 0 | 0 | 31 | \$27,900 | \$18,600 |
| 24086 | Kearney R-I | 4 | 12 | 150 | 166 | \$475,200 | \$316,800 |
| 100064 | Kelso C-7 | 3 | 1 | 7 | 11 | \$25,500 | \$17,000 |
| 38044 | King City R-I | 2 | 7 | 22 | 31 | \$80,400 | \$53,600 |
| 51155 | Knob Noster R-VIII | 10 | 10 | 69 | 89 | \$234,000 | \$156,000 |
| 052096 | Knox Co. R-I | 8 | 6 | 17 | 31 | \$69,000 | \$46,000 |
| 80118 | La Monte R-IV | 5 | 4 | 8 | 17 | \$35,700 | \$23,800 |
| 54039 | Lafayette Co. C-1 | 2 | 9 | 57 | 68 | \$189,000 | \$126,000 |
| 93123 | Lakeland R-III | 2 | 1 | 23 | 26 | \$72,600 | \$48,400 |
| 6104 | Lamar R-I | 7 | 8 | 64 | 79 | \$212,700 | \$141,800 |
| 085045 | Laquey R-V | 1 | 1 | 19 | 21 | \$59,700 | \$39,800 |
| 40104 | Laredo R-VII | 1 | 0 | 5 | 6 | \$15,900 | \$10,600 |
| 25002 | Lathrop R-II | 6 | 3 | 32 | 41 | \$107,700 | \$71,800 |
| 089080 | Lawson R-XIV | 6 | 68 | 0 | 74 | \$127,800 | \$85,200 |
| 53113 | Lebanon R-III | 23 | 27 | 220 | 270 | \$749,400 | \$499,600 |
| 9078 | Leopold R-III | 1 | 2 | 13 | 16 | \$44,100 | \$29,400 |
| 90078 | Lesterville R-IV | 0 | 6 | 15 | 21 | \$55,800 | \$37,200 |
| 054045 | Lexington R-V | 2 | 5 | 34 | 41 | \$112,800 | \$75,200 |
| 006101 | Liberal R-II | 0 | 0 | 7 | 7 | \$21,000 | \$14,000 |
| 107154 | Licking R-VIII | 4 | 3 | 27 | 34 | \$90,000 | \$60,000 |
| 058106 | Linn Co. R-I | 0 | 1 | 12 | 13 | \$7,800 | \$5,200 |
| 59114 | Livingston Co. R-III | 2 | 1 | 0 | 3 | \$3,600 | \$2,400 |
| 39139 | Logan-Rogersville R-VIII | 28 | 16 | 45 | 89 | \$191,800 | \$127,866 |

| County Code | District Name | # Stage I Teachers | # Stage II Teachers | # Stage III Teachers | # Total Teachers | State Contribution | Local Match |
|-------------|----------------------------|--------------------|---------------------|----------------------|------------------|--------------------|-------------|
| 048075 | Lone Jack C-6 | 1 | 5 | 17 | 23 | \$60,900 | \$40,600 |
| 015004 | Macks Creek R-V | 5 | 6 | 12 | 23 | \$51,300 | \$34,200 |
| 58109 | Marceline R-V | 1 | 7 | 37 | 45 | \$124,500 | \$83,000 |
| 63066 | Maries Co. R-I | 3 | 5 | 20 | 28 | \$71,700 | \$47,800 |
| 63067 | Maries Co. R-II | 2 | 9 | 6 | 17 | \$36,000 | \$24,000 |
| 55106 | Marionville R-IX | 7 | 10 | 34 | 51 | \$126,400 | \$84,266 |
| 106008 | Mark Twain R-VIII | 0 | 0 | 3 | 3 | \$9,000 | \$6,000 |
| 062070 | Marquand-Zion R-VI | 1 | 3 | 13 | 17 | \$45,300 | \$30,200 |
| 112102 | Marshfield R-I | 7 | 98 | 0 | 105 | \$183,600 | \$122,400 |
| 60077 | McDonald Co. R-I | 15 | 17 | 173 | 205 | \$563,100 | \$375,400 |
| 58108 | Meadville R-IV | 3 | 0 | 8 | 11 | \$26,700 | \$17,800 |
| 11078 | Mid-Buchanan Co. R-V | 2 | 5 | 47 | 54 | \$152,700 | \$101,800 |
| 105124 | Milan C-2 | 5 | 4 | 15 | 24 | \$56,700 | \$37,800 |
| 55104 | Miller R-II | 2 | 6 | 22 | 30 | \$78,600 | \$52,400 |
| 201201 | MO Schls Sev Disabled | 3 | 8 | 22 | 33 | \$135,000 | \$90,000 |
| 5128 | Monett R-I | 10 | 23 | 112 | 145 | \$386,400 | \$257,600 |
| 71091 | Morgan Co. R-I | 2 | 4 | 39 | 45 | \$126,000 | \$84,000 |
| 114114 | Mountain-Grove R-III | 7 | 9 | 78 | 94 | \$256,500 | \$171,000 |
| 46130 | Mtn. View-Birch Tree R-III | 9 | 8 | 60 | 77 | \$202,500 | \$135,000 |
| 55108 | Mt. Vernon R-V | 2 | 4 | 75 | 81 | \$234,000 | \$156,000 |
| 73108 | Neosho R-V | 19 | 152 | 0 | 171 | \$290,700 | 193,800 |
| 014127 | New Bloomfield R-III | 3 | 4 | 2 | 9 | \$15,900 | \$10,600 |
| 36138 | New Haven | 6 | 9 | 13 | 28 | \$60,600 | \$40,400 |
| 81095 | Newburg R-II | 3 | 5 | 17 | 25 | \$62,700 | \$41,800 |
| 105125 | Newtown-Harris R-III | 11 | 0 | 0 | 11 | \$9,900 | \$6,600 |
| 96109 | Normandy | 6 | 7 | 38 | 51 | \$138,000 | \$92,000 |
| 014126 | North Callaway Co. R-I | 10 | 2 | 12 | 24 | \$48,600 | \$32,400 |
| 65096 | North Mercer Co. R-III | 1 | 0 | 12 | 13 | \$36,900 | \$24,600 |
| 074197 | North Nodaway Co. R-VI | 0 | 4 | 3 | 7 | \$10,200 | \$6,800 |
| 83001 | North Platte Co. R-I | 3 | 4 | 33 | 40 | \$108,900 | \$72,600 |
| 94083 | North St. Francois Co. R-I | 18 | 37 | 83 | 138 | \$331,800 | \$221,200 |
| 74194 | NE Nodaway Co. R-V | 2 | 1 | 0 | 3 | \$10,800 | \$7,200 |
| 21148 | Northwestern R-I | 2 | 3 | 12 | 17 | \$43,200 | \$28,800 |
| 48070 | Oak Grove R-VI | 6 | 11 | 110 | 127 | \$362,700 | \$241,800 |
| 54041 | Odessa R-VII | 13 | 14 | 77 | 104 | \$267,900 | \$178,600 |
| 097118 | Oreaville R-IV | 2 | 0 | 0 | 2 | \$1,800 | \$1,200 |
| 076081 | Osage Co. R-I | 3 | 2 | 3 | 8 | \$15,300 | \$10,200 |
| 76083 | Osage Co. R-III | 6 | 5 | 35 | 46 | \$119,400 | 79,600 |
| 93124 | Osceola | 0 | 2 | 34 | 36 | \$105,600 | \$70,400 |
| 27058 | Oterville R-VI | 3 | 0 | 0 | 3 | \$45,900 | \$30,600 |
| 064074 | Palmyra R-I | 8 | 8 | 40 | 56 | \$141,600 | \$94,400 |
| 31116 | Pattonsburg R-II | 1 | 3 | 7 | 11 | \$27,300 | \$18,200 |
| 080122 | Pettis Co. R-XII | 1 | 3 | 2 | 6 | \$12,300 | \$8,200 |
| 81097 | Phelps Co. R-III | 0 | 1 | 10 | 11 | \$31,800 | \$21,200 |
| 055105 | Pierce City R-VI | 7 | 5 | 15 | 27 | \$60,300 | \$40,200 |
| 034122 | Plainview R-VIII | 0 | 1 | 5 | 6 | \$16,800 | \$11,200 |
| 107156 | Plato R-V | 1 | 3 | 9 | 13 | \$33,300 | \$22,200 |
| 40103 | Pleasant View R-VI | 3 | 1 | 6 | 10 | \$22,500 | \$15,000 |
| 72068 | Portageville | 1 | 8 | 40 | 49 | \$135,300 | \$90,200 |
| 110029 | Potosi R-III | 50 | 17 | 68 | 135 | \$279,600 | \$186,400 |
| 65098 | Princeton R-V | 2 | 2 | 25 | 29 | \$80,400 | \$53,600 |
| 086100 | Putnam Co. R-I | 5 | 4 | 30 | 39 | \$101,700 | \$67,800 |
| 87083 | Ralls Co. R-II | 2 | 7 | 31 | 40 | \$107,400 | \$71,600 |
| 107158 | Raymondville R-VII | 2 | 1 | 8 | 11 | \$27,600 | \$18,400 |
| 104044 | Reeds Spring R-IV | 7 | 13 | 88 | 108 | \$295,800 | \$197,200 |

| County Code | District Name | # Stage I Teachers | # Stage II Teachers | # Stage III Teachers | # Total Teachers | State Contribution | Local Match |
|-------------|----------------------------|--------------------|---------------------|----------------------|------------------|--------------------|-------------|
| 46132 | Richards R-V | 1 | 1 | 17 | 19 | \$53,700 | \$35,800 |
| 85044 | Richland R-IV | 3 | 2 | 13 | 18 | \$45,300 | \$30,200 |
| 3032 | Rock Port R-II | 1 | 3 | 32 | 36 | \$102,300 | \$68,200 |
| 81096 | Rolla 31 | 12 | 20 | 258 | 290 | \$820,800 | \$547,200 |
| 93121 | Roscoe C-1 | 0 | 1 | 2 | 3 | \$7,800 | \$5,200 |
| 033090 | Salem R-80 | 2 | 8 | 65 | 75 | \$211,200 | \$140,800 |
| 054042 | Santa Fe R-X | 1 | 2 | 24 | 27 | \$76,500 | \$51,000 |
| 049140 | Sarcoie R-II | 7 | 7 | 25 | 39 | \$93,900 | 62,600 |
| 2097 | Savannah R-III | 13 | 13 | 109 | 135 | \$362,100 | \$241,400 |
| 98080 | Schuyler Co. R-I | 2 | 6 | 48 | 56 | \$156,600 | \$104,400 |
| 99082 | Scotland Co. R-I | 4 | 4 | 37 | 45 | \$121,800 | \$81,200 |
| 73106 | Seneca R-VII | 8 | 9 | 51 | 68 | \$176,400 | \$117,600 |
| 102085 | Shelby Co. R-IV | 3 | 3 | 34 | 40 | \$110,100 | \$73,400 |
| 100063 | Sikeston R-6 | 17 | 16 | 180 | 213 | \$569,400 | \$379,600 |
| 057001 | Silex R-I | 20 | 0 | 0 | 20 | \$18,000 | \$12,000 |
| 24087 | Smithville R-II | 9 | 18 | 99 | 126 | \$338,400 | \$225,600 |
| 47060 | South Iron Co. R-I | 4 | 2 | 18 | 24 | \$61,200 | \$40,800 |
| 74202 | South Nodaway Co. R-IV | 0 | 2 | 13 | 15 | \$42,600 | \$28,400 |
| 90076 | Southern Reynolds Co. R-II | 0 | 4 | 30 | 34 | \$97,200 | \$64,800 |
| 036136 | St. Clair R-XIII | 80 | 0 | 0 | 80 | \$72,000 | \$48,000 |
| 66104 | St. Elizabeth R-IV | 0 | 1 | 14 | 15 | \$47,400 | \$31,600 |
| 115115 | St. Louis City | 59 | 16 | 14 | 89 | \$123,900 | \$82,600 |
| 038045 | Stanberry R-II | 10 | 0 | 0 | 10 | \$9,000 | \$6,000 |
| 039137 | Strafford R-VI | 2 | 4 | 70 | 76 | \$219,000 | \$146,000 |
| 36135 | Strain-Japan R-XVI | 0 | 0 | 6 | 6 | \$18,000 | \$12,000 |
| 50009 | Sunrise R-IX | 1 | 4 | 12 | 17 | \$44,100 | \$29,400 |
| 3031 | Tarkio R-I | 2 | 0 | 16 | 18 | \$49,800 | \$33,200 |
| 075085 | Thayer R-II | 4 | 12 | 43 | 59 | \$154,200 | \$102,800 |
| 017122 | Tina-Avalon R-II | 2 | 0 | 9 | 11 | \$28,800 | \$19,200 |
| 040107 | Trenton R-IX | 3 | 8 | 54 | 65 | \$179,100 | \$119,400 |
| 31122 | Tri-County R-VII | 0 | 1 | 16 | 17 | \$49,800 | \$33,200 |
| 057003 | Troy R-III | 41 | 44 | 262 | 347 | \$902,100 | \$601,400 |
| 36131 | Union R-XI | 147 | 0 | 0 | 147 | \$135,000 | \$90,000 |
| 032056 | Union Star R-II | 5 | 3 | 5 | 13 | \$41,100 | \$27,400 |
| 110031 | Valley R-VI | 5 | 3 | 16 | 24 | \$59,100 | \$39,400 |
| 018050 | Van Buren R-I | 4 | 2 | 27 | 33 | \$88,200 | \$58,800 |
| 109003 | Warren Co. R-III | 18 | 188 | 0 | 206 | \$354,600 | \$236,400 |
| 85046 | Waynesville R-VI | 83 | 47 | 182 | 312 | \$705,300 | \$470,200 |
| 054043 | Wellington-Napoleon R-IX | 1 | 23 | 0 | 24 | \$42,300 | \$28,200 |
| 074190 | West Nodaway Co. R-I | 4 | 3 | 10 | 17 | \$39,000 | \$26,000 |
| 94087 | West St. Francois Co. R-IV | 13 | 5 | 27 | 45 | \$101,700 | \$67,800 |
| 088080 | Westran R-I | 3 | 6 | 47 | 56 | \$154,500 | \$103,000 |
| 73105 | Westview C-6 | 1 | 2 | 5 | 8 | \$19,500 | \$13,000 |
| 043002 | Wheatland R-II | 1 | 2 | 15 | 18 | \$49,500 | \$33,000 |
| 39133 | Willard R-II | 21 | 25 | 166 | 212 | \$570,000 | \$380,000 |
| 46131 | Willow Springs R-IV | 8 | 8 | 86 | 102 | \$279,600 | \$186,400 |
| 31117 | Winston R-VI | 0 | 3 | 6 | 9 | \$23,400 | \$15,600 |
| 113001 | Worth Co. R-III | 0 | 16 | 0 | 16 | \$29,700 | \$19,800 |
| 109002 | Wright City R-II | 11 | 15 | 41 | 67 | \$159,900 | \$106,600 |